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ROBERT "BOB" BURNS
Chairman

ARIZONA CORPORATION COMMISSION

September 1, 2020

Docket Control
Arizona Corporation Commission
1200 West Washington
Phoenix, Arizona 85007

RE: ARIZONA PUBLIC SERVICE COMPANY RATE CASE
DOCKET NO. E-01345A-19-0236

Parties to the Case:

It has come to my attention that perhaps the amount of upper level management at Arizona Public Service Company ("APS") may be excessive and that the salary level of this upper level management may also be excessive when both levels are compared with other large utilities and other large corporations. It is with this backdrop that I would like the Arizona Corporation Commission's Utilities Division Staff ("Staff"), the Residential Utility Consumer Office ("RUCO"), and APS to respond (through written testimony in this docket) to the following questions:

1. How many Vice-President ("VP") positions did APS have in the years 2000, 2005, 2010, and 2015?
2. How many VP positions does APS have as of the date of this letter?
3. How does the number of VP positions listed above for each year compare with the number of VP positions in other utilities, specifically Salt River Project ("SRP"), Pacific Gas and Electric ("PG&E"), Southern California Edison ("SCE"), San Diego Gas and Electric ("SDG&E"), Southwest Gas ("SWG"), Tucson Electric Power ("TEP") and UNS Electric ("UNSE") combined, Public Service of New Mexico ("PNM"), Los Angeles Department of Water and Power ("LADWP"), and any other utility or large corporation you believe is relevant to this comparison?
4. How many Senior Vice-President ("SVP") positions did APS have in the years 2000, 2005, 2010, and 2015?
5. How many SVP positions does APS have as of the date of this letter?
6. How does the number of SVP positions listed above for each year compare with the number of SVP positions in other utilities, specifically SRP, PG&E, SCE, SDG&E, SWG, TEP and

UNSE combined, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison?

7. How many Executive Vice-President (“EVP”) positions did APS have in the years 2000, 2005, 2010, and 2015?
8. How many EVP positions does APS have as of the date of this letter?
9. How does the number of EVP positions listed above for each year compare with the number of EVP positions in other utilities, specifically SRP, PG&E, SCE, SDG&E, SWG, TEP and UNSE combined, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison?
10. For the VP positions listed above, what was the high, low and average annual salary for each year listed above?
11. For the SVP positions listed above, what was the high, low and average annual salary for each year listed above?
12. For the EVP positions listed above, what was the high, low and average annual salary for each year listed above?
13. For each salary for each year in questions #10, #11, and #12, how do those compare with the salaries of SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison?
14. For the years 2000, 2005, 2010, and 2015, what was the annual salary for the President of APS?
15. How did the salary for the APS President compare to the salaries of the Presidents for SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison for each year in question #14?
16. What is the current annual salary of the APS President and how does it compare to the current salaries of the Presidents for SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison?
17. For the years 2000, 2005, 2010, and 2015, what was the annual salary for the Chief Executive Officer (“CEO”) of APS?
18. How did the salary for the APS CEO compare to the salaries of the CEOs for SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison for each year in question #17?
19. What is the current annual salary of the APS CEO and how does it compare to the current salaries of the CEOs for SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison?
20. In addition to the salary information requested above for President and CEO, please provide the salaries of the President and CEO of APS for the year 2019, and how those salaries compared to the 2019 salaries of the President and CEO for SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison.
21. For the years 2000, 2005, 2010, and 2015, what was the annual salary for the Chief Operating Officer (“COO”) of APS?

22. How did the salary for the APS COO compare to the salaries of the COOs for SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison for each year in question #21?
23. What is the current annual salary of the APS COO and how does it compare to the current salaries of the COOs for SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison?
24. For the years 2000, 2005, 2010, and 2015, what was the annual salary for the Chief Financial Officer ("CFO") of APS?
25. How did the salary for the APS CFO compare to the salaries of the CFOs for SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison for each year in question #24?
26. What is the current annual salary of the APS CFO and how does it compare to the current salaries of the CFOs for SRP, PG&E, SCE, SDG&E, SWG, TEP, UNSE, PNM, LADWP, and any other utility or large corporation you believe is relevant to this comparison?

For each of the salary questions above, please include total compensation, not just the base salary, i.e., include any stocks, stock options, vehicles, and any other benefits that could be considered compensation that come with any of the above positions. In addition, please provide an organizational chart showing all the above positions for the years 2000, 2005, 2010, 2015 and 2020.

Although I have specifically requested that Staff, RUCO and APS respond to this letter, any other party to this case that believes it has relevant information to provide on the above questions should feel free to provide testimony in that regard.

I am requesting that APS provide responses to the above inquiries by no later than October 9, 2020. RUCO, Staff and any other interested party should provide their responses by November 6, 2020.

Sincerely,


Bob Burns
Chairman